

## **FINDINGS OF FACT BY THE 2016 SALARY COMMISSION**

**APRIL 19, 2016**


Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu 1973 (2000 ed.), the 2016 Salary Commission hereby makes the following findings of fact in support of its decision to establish the salaries and salary schedules of elected and appointed officials of the City and County of Honolulu to be effective prospectively from the first day of the fiscal year subsequent to their adoption by this Commission:

1. The 2016 Salary Commission solicited public testimony regarding salaries of the City and County of Honolulu's elected officials and the following appointed officials: mayor, councilmembers, prosecuting attorney, first deputy prosecuting attorney, managing director, deputy managing director, department heads, deputy department heads, police chief, deputy police chiefs, fire chief, deputy fire chief, medical examiner, band director, and the salary schedules for the deputies of the corporation counsel and prosecuting attorney.
2. Based on information provided to it by the Department of Human Resources, the 2016 Salary Commission finds that "inversion" of salaries continues to exist in certain departments, where the highest paid "exempt management" subordinates' salaries are higher than the department and deputy department heads. The 2016 Salary Commission, however, believes that remedying the inversion incrementally over the years is in the best interest of the City and County of Honolulu.
3. In order to streamline the review of existing and recommended salary adjustments, the 2016 Salary Commission created a permitted interaction group ("PIG") pursuant to Haw. Rev. Stat. § 92-2.5 on January 29, 2016. The PIG provided its recommendations to the Salary Commission on March 15, 2016. The PIG recommended a 5.0% increase for all elected and appointed employees. The 2016 Salary Commission scheduled a public hearing to allow public testimony on the PIG's recommendations to be held on April 19, 2016.
4. At the public hearing held on April 19, 2016, a motion was made to amend the PIG's recommendation of 5% for all elected officials and appointed employees, to also eliminate the two-tier salary structure of the attorneys in the Department of the Corporation Counsel. The Commission voted to allow the motion to amend to proceed. The 2016 Salary Commission then voted in favor of the PIG's recommended 5.0% increase of the salaries of all elected and appointed employees and the elimination of the two-tier salary structure of the attorneys in the Department of the Corporation Counsel.

5. The 2016 Salary Commission makes the following recommendations on the salaries and salary schedules for elected officials and appointed employees:


<b>Position</b>	<b>2016 Proposed Salaries</b>	<b>Percentage increase</b>
Mayor	\$164,928	5.0%
Council Chair	\$68,112	5.0%
Councilmember	\$60,960	5.0%
Prosecuting Attorney	\$156,312	5.0%
Managing Director	\$157,776	5.0%
Deputy Managing Director	\$149,568	5.0%
Department Heads, except Police, Fire, Medical Examiner	\$147,360	5.0%
Police Chief	\$182,088	5.0%
Fire Chief	\$176,304	5.0%
Medical Examiner	\$274,464	5.0%
Deputy Department Heads, except Prosecutor's Office, Police, Fire, Medical Examiner	\$139,824	5.0%
First Deputy Prosecuting Attorney	\$148,632	5.0%
Deputy Police Chiefs	\$173,664	5.0%
Deputy Fire Chief	\$168,144	5.0%
Deputy Medical Examiner	\$219,600	5.0%
Band Director	\$130,008	5.0%
Schedule of salaries of the deputies of the Corporation Counsel	\$66,480 – Salary of Corporation Counsel	5.0%
Schedule of salaries of the deputies of the Prosecuting Attorney	\$52,296 – 145,128	5.0%

The above findings of fact shall be incorporated by reference into the Resolution to be forwarded to the Mayor and the City Council of the City and County of Honolulu this 19<sup>th</sup> day of April 2016.

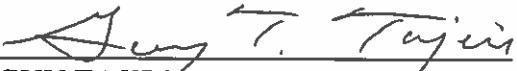
  
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